



Gender Pay Report 2022



Tayto Snacks

Introduction

We are pleased to publish our first Gender Pay Gap report in Ireland. In this report we'll talk to you about what gender pay means and why it matters, and we'll share with you our first set of gender pay gap results and our commitment going forward.

At Tayto Snacks, we care about all of the teams responsible for providing Ireland's favourite savoury snack brand. We want them to enjoy working for our business, to work safely, to care that it succeeds and that they grow with us.

We are proud to represent colleagues from 17 nationalities and we strive to foster a culture where we coach, support and develop our talent so that they can reach their full potential.

We want to create an environment where everyone feels they can grow with us – regardless

of background (such as gender and identity, age, nationality, race, religion, belief, disability, sexual orientation or lifestyle).

The introduction of the new Gender Pay Gap legislation in Ireland this year is one way which we can measure our progress around diversity and inclusion, and the progression of women in the workplace - to understand where our efforts should be focused and where we need to do better.



What is the gender pay gap?

In 2021, the Irish government introduced new legislation, called the Gender Pay Gap Information Act. It means that employers with more than 250 colleagues in Ireland are required to report their gender pay gap on an annual basis, starting in 2022.

The aim of this legislation is to highlight the progression of women in the workforce into more senior roles and holds employers responsible and accountable to address the issue. It follows similar legislation already in place in the UK and across the globe.

When looking at gender pay gap results, it is important to be very clear about what they are – and are not.

Gender Pay measures the difference between the pay of all men in the workforce and the pay of all women in the workforce, regardless of the type or level of role. It's a group comparison that highlights any differences in the distribution of men and women across the workforce.

Equal pay measures the difference in the pay of men and women doing the same role, similar role or work of equal value. It's an individual comparison that highlights if there are any differences in pay related specifically to gender.

At Tayto Snacks, we have processes and checks in place to ensure that our colleagues' pay is determined by their job, level, tenure, experience and performance, to ensure we deliver equal pay.

While a company can deliver equal pay to individual men and women, it can still have a gender pay gap. This is due to a range of factors that have historically impacted the progression of women in the workplace.

This report will focus on gender pay.



Measuring gender pay

As part of the new legislation, we are required to report on a number of statistics when measuring gender pay. These are:

- The **mean and median** hourly pay gap
- The bonus pay gap
- % of colleagues receiving bonus
- % of colleagues receiving BIK (benefit in kind)
- Our pay quartiles

What is the mean pay gap?

The mean pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men.



€ Add up hourly rate for all females



€ Add up hourly rate for all males



÷ No. of female colleagues

÷ No. of male colleagues

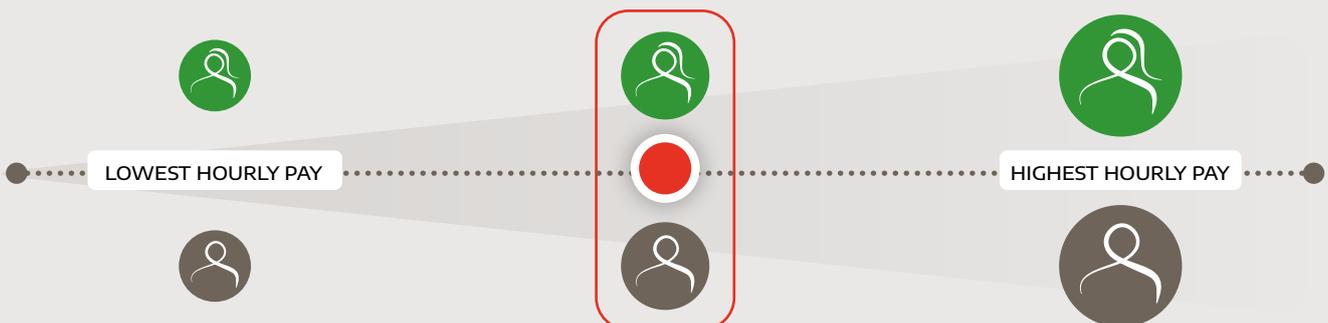
FEMALE AVERAGE HOURLY PAY

MALE AVERAGE HOURLY PAY

The difference in female and male average hourly pay = **The mean pay gap**

What is the median pay gap?

If you lined up all of the women and all of the men at Tayto Snacks, the median pay gap represents the difference in hourly pay between the middle women compared to the middle man.



The difference in female and male median hourly pay = **The median pay gap**

Our 2022 Gender Pay results

Measuring our Pay Gap

	Mean	Median
Hourly Pay Gap – all colleagues	10.85%	8.97%
Hourly Pay Gap – part time colleagues*	/	/
Hourly Pay Gap – temporary colleagues*	/	/

Our average hourly pay for females is 10.85% lower than that of males. This compares to the most recent EU average of 13%. Our median hourly pay gap is 8.97%.

We know that the key contributing factor to this gap is a higher proportion of men in more senior higher paid roles.

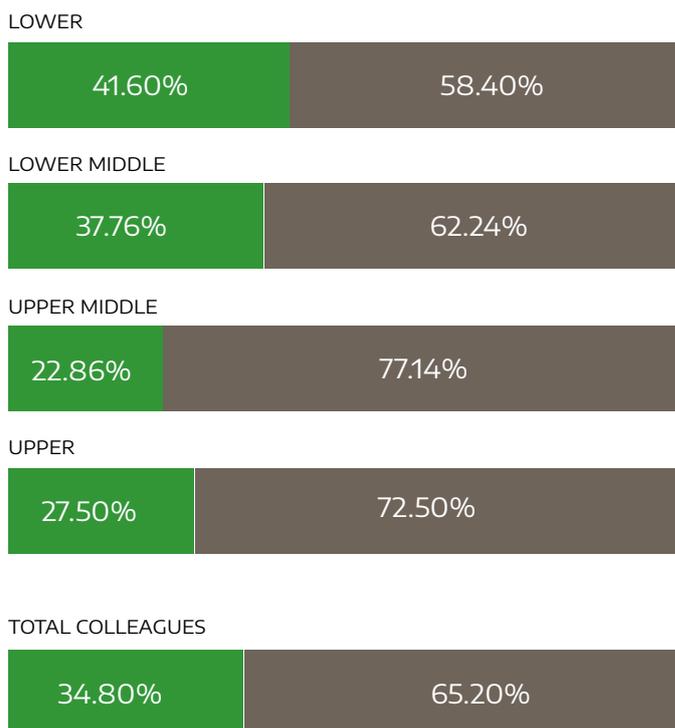
With over 65% of our workforce made up of males, a common challenge within the manufacturing sector is that many of our roles such as engineering and operations have traditionally attracted male candidates. We have significantly more males than females across all levels in the organisation, including our most senior levels. This is not a unique or new challenge, but one that we are committed to addressing.

*Note - we are unable to report on the pay gap for part time and temporary colleagues due to insufficient sample sizes being present within these groups.

Our Pay Quartiles

We are also required to rank the pay of all colleagues from lowest to highest and split our workforce into four groups based on hourly pay. We then show the proportion of male and female colleagues within each of the four pay quartiles.

Here you can see that like all quartiles, our upper quartile with our highest paid colleagues is made up of 72.5% males and 27.5% females. We know, as previously mentioned, this is the key contributing factor to our gender pay gap.



Our 2022 Gender Pay results

Measuring our Bonus Gap

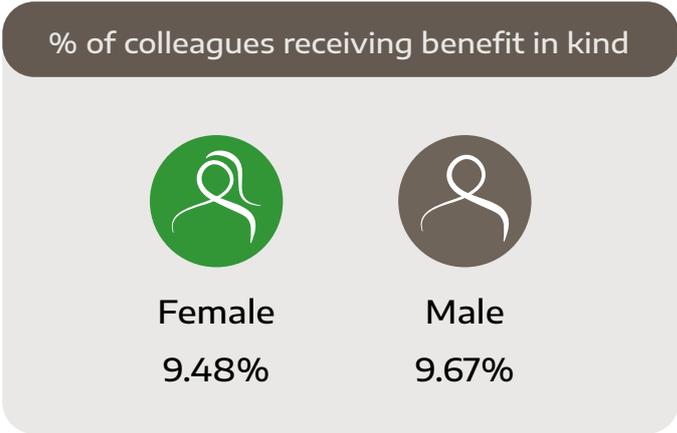
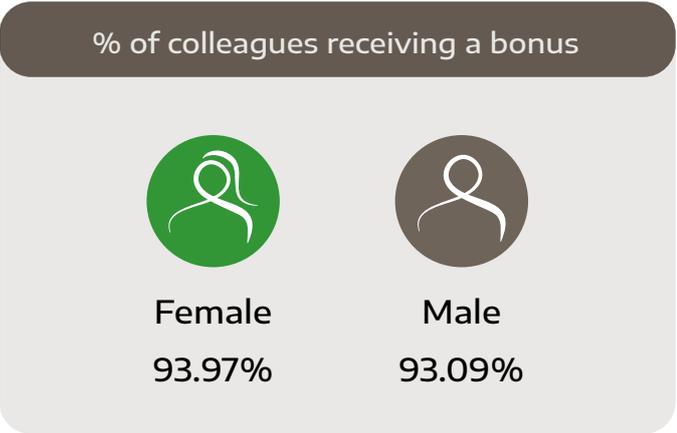
	Mean	Median
Bonus Gap	28.93%	0.00%

Our mean bonus gap is 28.93%. We know that this is a result of more males in more senior higher paid roles with higher bonus opportunities and this is something we are committed to addressing.

We are pleased to report that we do not have a median bonus gap at Tayto Snacks.

This is because every colleague is eligible to participate in the bonus scheme* and offered the same bonus opportunities in line with their level, performance and tenure.

*provided they meet the basic service criteria



Our focus and commitment to reducing the gap

While we understand the reasons behind our pay and bonus gaps, we also know that there is no quick fix and change will take time. But we are absolutely committed to addressing the challenges we have to attract more females into all areas of our business, and to supporting the successful progression of women at Tayto Snacks.

Some of the current initiatives in place include:

	Leadership Development Academy From 2020, we rolled out our Leadership and Management Development Academy to help develop and progress our existing and emerging talent. These customised programmes are attended by all our Leaders & Managers across the business.
	Recruitment We have internal recruitment guides available to support all colleagues going for an internal promotion, also supported by our People and Culture team – ensuring that all candidates feel prepared.
	Flexible Ways of Working We have ways of working in place to support our colleagues towards more flexible working to suit their personal circumstances: <ul style="list-style-type: none">• Office colleagues can avail of hybrid working where it suits the business needs• Part-time hours are also available - agreed at individual and team levels
	Family Friendly Policies Historically, a significant barrier to the retention and development of women in the workplace has been the support provided by employers to enable equal sharing of care responsibilities between partners. We are proud to offer an inclusive family leave programme, with paid maternity, adoptive, parents and paternity leave. In 2022, we were recognised by Great Place to Work as one of the best workplaces for women and have a range of other benefits and health & wellbeing initiatives in place to ensure our colleagues can thrive at Tayto Snacks.
	30% Club In 2022, we became a member of the 30% club to progress our commitment to increasing gender diversity at our management and senior levels.

While we are pleased with the successful initiatives we have in place, we know we have more work to do. We are committed to growing our initiatives and programmes to recruit more women into our business and tackle our gender pay gap. We look forward to bringing you on our gender pay and diversity and inclusion journey over the coming years.



Tayto Snacks